



# Bradford Council Gender Pay Gap Report 2018

Snapshot date 31 March 2018



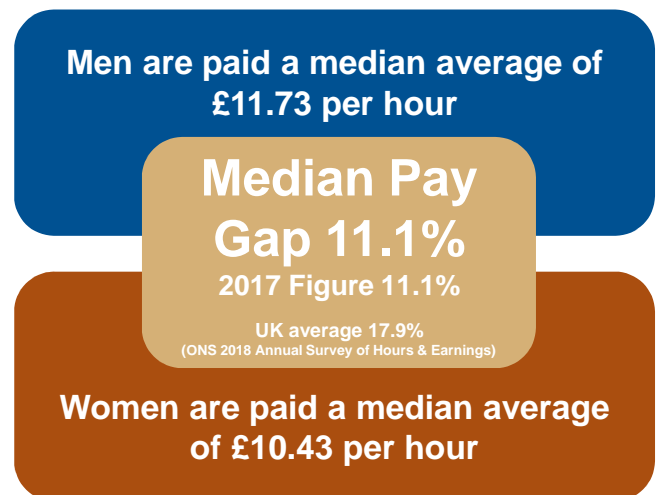
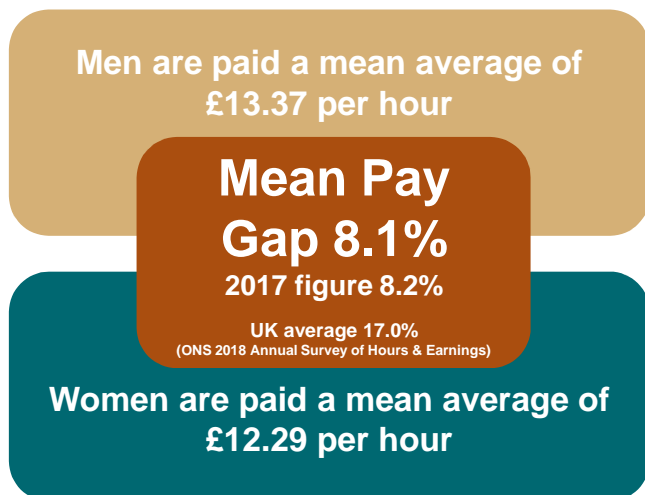
The gender pay gap is a measure of the difference between the average hourly earnings of men and women. This should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work, or work of equal value.

Bradford Council is committed to equal opportunities and equal treatment for all employees, regardless of gender, ethnic background, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

## Bradford Council Gender Pay Gap

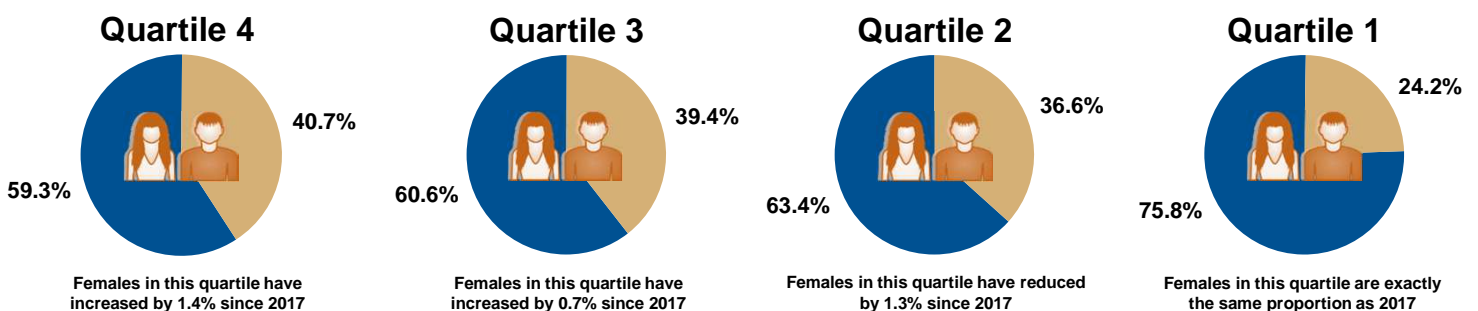
Mean pay is calculated by adding all average hourly pay values together, then dividing by the number of values

Median pay is the "middle" value or "mid point" value in the list of average hourly pay values



## Percentage of female and male in each quartile of the pay structure

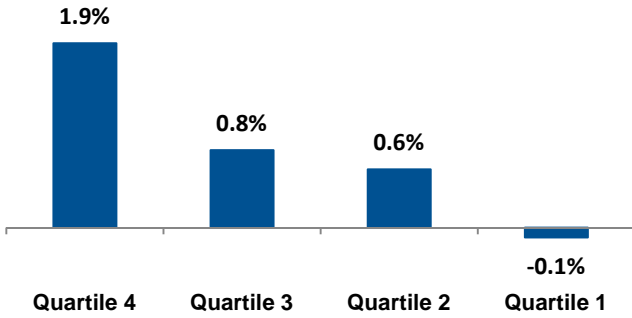
Quartile 4 contains the highest paid employees and Quartile 1 contains the lowest paid



## Gender Bonus Gap

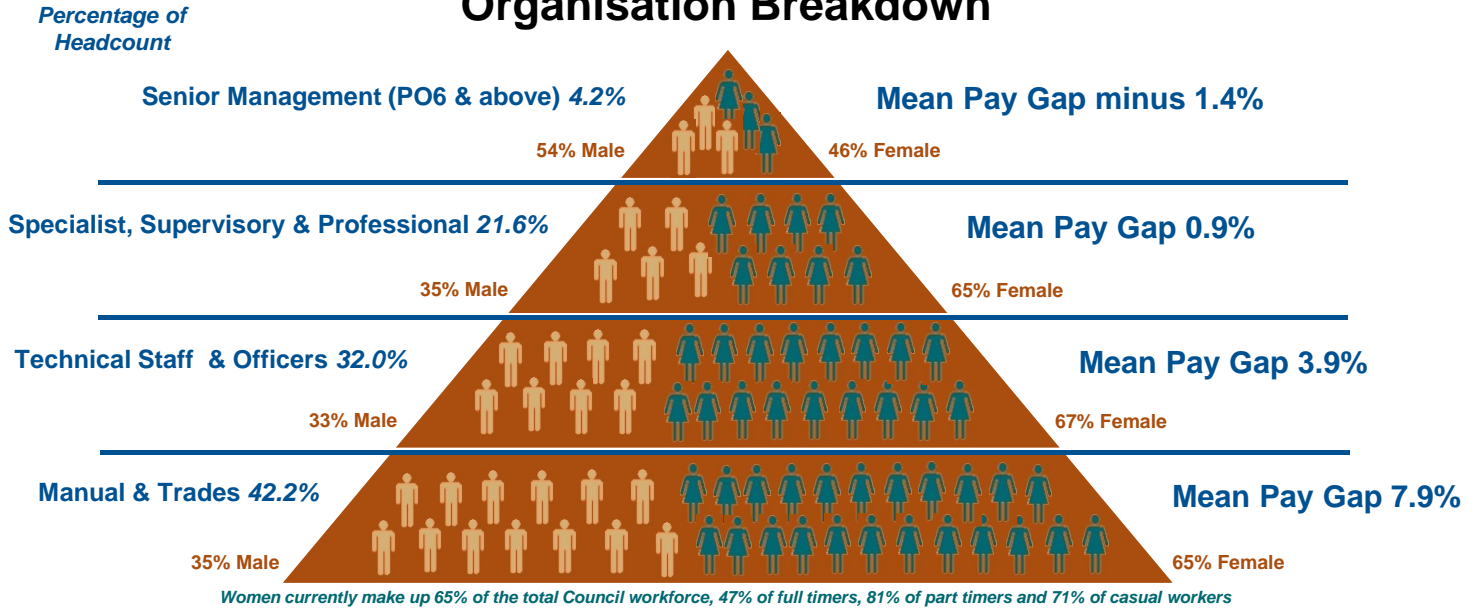
Bradford Council does not have performance related pay or a bonus scheme and therefore the Bonus Pay Gap is zero

# Mean Gender Pay Gap by Quartile

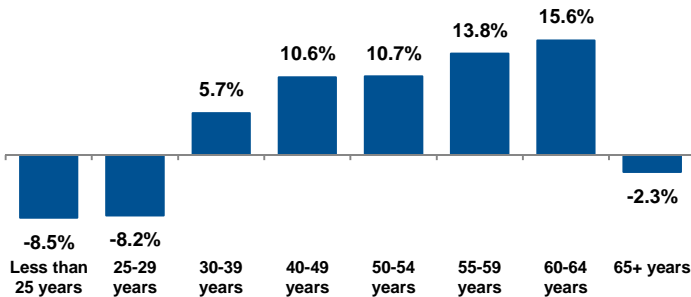


Quartiles	Min Hourly Pay	Max Hourly Pay
Upper Quartile (4)	£15.18	£94.27
Upper Middle Quartile (3)	£10.95	£15.18
Lower Middle Quartile (2)	£8.35	£10.95
Lower Quartile (1)	Apprentice rate	£8.35

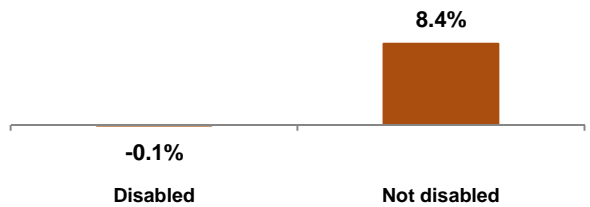
## Organisation Breakdown



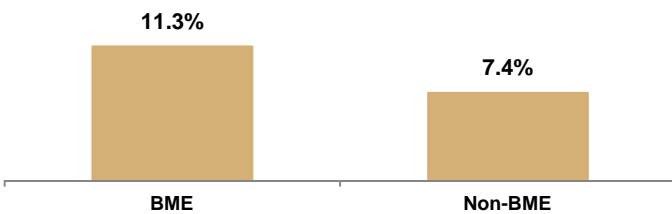
## Mean Gender Pay Gap by Age



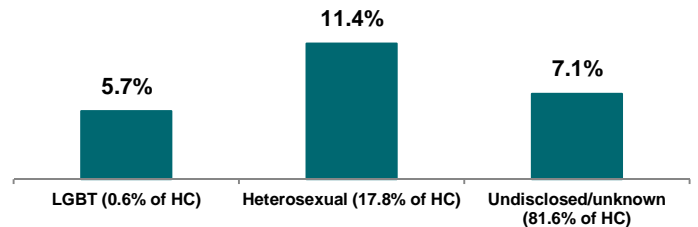
## Mean Gender Pay Gap by Disability



## Mean Gender Pay Gap by Ethnicity



## Mean Gender Pay Gap by Sexual Orientation



Please note that it is not mandatory for employees to divulge their ethnicity, sexual orientation, religion/belief or disability status

## Gender Pay Gap Actions

Bradford Council is committed to equality of opportunity and improving the gender pay gap and continues to take steps to help close the gap. The Council has already implemented many of the actions recommended by the Government Equalities Office and Chartered Institute of Personnel Development. Action taken includes the following policies and initiatives:

- A fair and transparent approach to pay and grading through job evaluation processes and collective bargaining on pay
- Pay gap impact analysis forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group
- Providing opportunities for flexible working wherever possible
- Ensuring flexible working practices promote equality of opportunity and improve work life balance, as far as is practical for service needs
- Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to further progress their career